



Reimagining Professional Learning Grant: Guskey Placemat



- ❖ *Purpose: To improve the quality and efficacy of professional learning for teachers in Delaware in order to support a shared commitment to collaboration, continuous improvement, and measurably better outcomes for our students.*

Milestones completed	Key Questions for Each Level	Application to Delaware Standards	Evidence Examples
Operations and Logistics	<ul style="list-style-type: none"> Did the initiative take place as planned? Did it reach the planned number of teachers in your school(s)? Did it advance the implementation of high quality instructional materials and professional learning? 	<ul style="list-style-type: none"> How many teachers report participating in the professional learning opportunity? 	
Participants' Reactions (Level 1)	<ul style="list-style-type: none"> How did the teachers experience it? Did they think it was useful/valuable? 	<ul style="list-style-type: none"> Do participants believe the professional learning opportunity was valuable? Why or why not? 	Professional learning evaluations; interviews with teachers; Likert scales; discussion forum threads; exit tickets
Participants' Learning (Level 2)	<ul style="list-style-type: none"> Did those impacted by the initiative learn what was intended? Do they understand what they are expected to do differently? 	<ul style="list-style-type: none"> Did participants in professional learning opportunity understand more about teaching for proficiency and its connections to the Delaware Standards? 	Pre/post test results or teachers' reflections on what they learned; samples of collaborative planning deliverables
Organization Support and Change (Level 3)	<ul style="list-style-type: none"> What are the main challenges the field faces in meeting the expectations placed on them? Are there additional supports needed to help them meet these challenges? 	<ul style="list-style-type: none"> Do teachers report that they are provided adequate time to plan with colleagues? Do they have access to proficiency-oriented and Delaware Standards-aligned resources? 	PLC agendas/minutes, walkthrough tools, PLC cycle of inquiry protocol, evidence of adjusted master schedule
Participants' Use of New Knowledge or Skills (Level 4)	<ul style="list-style-type: none"> Are those impacted by the initiative changing their behavior/practice in a manner consistent with expectations? 	<ul style="list-style-type: none"> Do principals observe teachers incorporating proficiency-focused instructional practices that connect to the Delaware Standards? 	Summary of walkthrough information including how many teachers are using new practices and what new practices are in use; video/audio recordings; direct observations
Student Learning Outcomes (Level 5)	<ul style="list-style-type: none"> How are those impacted by the initiative helping their students succeed? How is this success correlated with the preceding elements of this framework? 	<ul style="list-style-type: none"> Do the students of teachers who participated in professional learning perform towards higher levels of proficiency? 	Teacher reflections, student work examples or results on assessments showing growth in areas addressed such as math, writing, and reading; student interviews